

LOCAL I-S NEWS

for department store workers

VOL. XII, No. 19

NOVEMBER 15, 1961

'THINK OF NEGOTIATIONS EVERY DAY,' KOVENETSKY TELLS I-S MEMBERSHIP



AT MEMBERSHIP MEETING, Pres. Sam Kovenetsky gives report as Union attorney Asher Schwartz and Vice Pres. Bill Atkinson listen closely.

R. H. Macy & Co. Stepping Up Self-Service in Basements

Wheelock H. Bingham, president of R. H. Macy & Co., told corporation stockholders at their annual meeting on Nov. 14 that the management's experience in self-service is being applied to basement areas in the chain of stores across the country.

This is Macy's answer to the "discounter's threat," declared the retail executive. This would involve, according to Mr. Bingham, "almost complete self-selection and self-service operations."

The corporation president always explained to the stockholders that such self-service would be installed as a means of cutting costs. Obviously, it was labor costs he had in mind.

Mr. Bingham suggested that the "clerk-behind-a-counter" system is gradually being replaced in various basement areas by special fixtures which allow greater exposure of merchandise.

In the Herald Square basement, it was reported, a new Housewares Speedmart is being laid out similar to one set up some time ago in Drugs. The new "self-selection" fixture in Drugs has had no effect on work opportunities, it is reported.

In the branch areas, there has been no indicated action by management.

Net earnings of R. H. Macy & Co., parent corporation of Macy's in the metropolitan area, went down to \$2,340,000 for the quar-

terly period ending Oct. 31, as compared to the same quarterly period in 1960. This was a reduction of 7.8 per cent.

However, board chairman Jack I. Straus said the corporate chain expects a 5 per cent sales increase next year, compared to an expected national department store growth of 3-4 per cent. He expected this edge to come from suburban development, he said.

The stockholders heard that the New York division is the largest and best performing in the entire chain.

Mr. Bingham also stated that at present Macy management does not believe a discount operation is desirable, but "we are watching these developments and giving them careful study."

\$34,822 Pledged In Fund Drive

Pledges in the recent 1961 Greater New York Fund drive totaled \$34,822, it is reported by Vice Pres. Bill Atkinson who coordinated the effort for the Union.

Topping last year's figure by \$686, the 1961 figure reflects an excellent 86 per cent participation of union members and executives in the Local I-S — Macy campaign.

Pres. Sam Kovenetsky told a traditionally jammed membership meeting of Local I-Sers from the 34th Street area that they must "think of negotiations every day of the week" in seeking to resolve many of the distressing job problems which are affecting an increasing number of members.

The meeting was held on Oct. 31 at Manhattan Center. Similar meetings were held in the branch areas.

The Local I-S leader stressed, as he had before at executive board and stewards' meetings, that in many cases the members are facing problems which are industry-wide. The only answer to problems

of this kind is organization of the unorganized. Other job problems are part of the traditional patterns of Macy management which has always sought to pinch pennies, cut labor costs and, many times, take its profits "out of the back of the workers."

Before dealing directly with current problems, Pres. Kovenetsky urged the members to "offset the indoctrination" by which Macy management seeks to persuade its employees that it is the "font of progress" and a model of the "enlightened" employer. As a result, some new people may think their current wages and working conditions came "ready-made."

The Local I-S president cited the broadened health plan as an example. At one time this plan was based entirely on employee contributions of 1/2 per cent for an "aid fund." It was only through struggle and negotiations that, in 1949, we finally achieved broader health coverage, paid for by both the company and the worker.

"We went on," he continued, "and finally achieved a health plan paid for entirely by the company."

Pres. Kovenetsky declared, "I am sure that when a worker comes into the store, the Personnel Dept. doesn't tell him that it was the struggles of the Union which achieved today's valuable health plan. And the same goes for vacations, sick benefits, pensions, as well as wages, work schedules and all the rest."

"A trade union is a living organism, an instrumentality to fight for its members and better their conditions. The history of Local I-S has been, precisely, a history of struggle, sacrifices, long hours of negotiations, strikes and joint effort, often with people putting their jobs and livelihood on the line."

"This has been, and remains, and must be the framework of our thinking and our action."

Commenting on the recent Macy action to "farm out" marking of hanging, ready-to-wear merchandise, Pres. Kovenetsky noted that Local I-S had fought for a "farming out" clause in the contract to protect the livelihood of the workers involved. But the Macy management had refused to agree to such a clause, and now was having this marking done by two outside firms which paid their union workers \$1.00 to \$1.15 an hour.

The company had claimed, Brother Kovenetsky reported, that

it needed the space. However, we feel that it was not a question of space alone, but profits which motivated the action, Pres. Kovenetsky stated.

"We told them that this was a sorry way to demonstrate civic pride—which they claim so often — by perpetuating sub-standard wages. Well, the answer was the same that we get every time in negotiations, that Macy's is interested in profits."

In the meanwhile, the cost of living is going up, according to the Labor Dept. which means reduced purchasing power for every worker's dollar. And top Macy executives are able to take advantage of stock option plans which will give them enormous personal profits, subject only to the limited capital gains tax law.

Today, the retail industry—especially that part which is not unorganized—is going back to the days when a worker was "a slave to hours." All kinds of irregular schedules have been set up, night work has become common, and a worker often is unable to plan his free hours, either for his family life, or for social activity or schooling.

"This doesn't trouble the Macy management at all," Pres. Kovenetsky pointed out. "It was Macy's which initiated this third late night opening in this area. Only after Macy's did that, did Gimbel's and all the others follow along."

Pres. Kovenetsky made clear that the Union officers were fully cognizant of the problems being created by management to save money by cutting down the earnings of workers. The Union was amply aware that the company had no compunction about undercutting jobs. This was being done in many industries, and many unions faced comparable problems. Some

(Continued on page 2)

Social Security Tax Rises Slightly Jan. 1

The Social Security tax, paid equally by both employers and employees, rises slightly on Jan. 1. The tax moves from 3 per cent to 3 1/4 per cent on each. For the self-employed, the increase is from 4.5 to 4.7 per cent. The increase was voted this year by Congress to pay for improvements in benefits enacted into law at the same time.

'Think of Negotiations Every Day' Kovenetsky Tells 1-S Membership

(Continued from page 1)

faced even worse, such as the mass unemployment of workers through automation.

In this context, Pres. Kovenetsky stressed a fact evident to experienced unionists, but perhaps less so to newer members. He said, "I am not the Union. I am its president. I may symbolize its hopes and aspirations.

"But you, all of you, are the Union. The strength of the Union consists of all of us, acting together."

Today, the only union in the metropolitan area which has kept Washington's Birthday for its members is Local 1-S. "It's going to be a struggle to keep this against all the pressures of the company and the industry unless, as he pointed out, every single member functioned as part of the Union.

Pres. Kovenetsky ventured a prediction. He warned that the company might well offer two deals to Local 1-S members: (1) work on Washington's Birthday, and get two days off with pay; or (2) work on Washington's Birthday, and the company would pay the triple time, required by the Union contract.

"This will be a temptation to some people," Pres. Kovenetsky acknowledged. "But once you buy that, you have sold what you have been fighting for over these many years."

Brother Kovenetsky noted that as a result of job problems in Receiving, the workers had taken an action, and meetings had been held. (See news story on Page 3 for details.)

Pres. Kovenetsky reported to the membership meeting that Local 1-S had approved the initiation of a cooperative housing project in Brooklyn, and he hoped that it could be started as soon as possible. First choice of apartments would go to Local 1-S members, he said, expressing pride in the Union's role in developing such a project. Costs such as equity and carrying charges would be kept as close to the resources of Local 1-S members as possible, consonant with the laws governing such non-profit construction.

The renovation of the Union headquarters is nearing comple-

tion, he also noted. And he cited the investment in improved facilities for Union service as an indication of "our stability and growth."

Referring to the formation of the Brotherhood Party, which the Local 1-S Executive Board had officially endorsed, Pres. Kovenetsky summarized the thinking which had led to its formation.

For once, Pres. Kovenetsky said, New York City labor has a voice of its own, and will be able to express its viewpoint. In this way, many of the down-to-earth needs of workers can receive special attention.

"It is time that we in the labor movement had a political vehicle so that we could come forth proudly with labor's viewpoints in the political life of the city, and not with hat in hand," the Local 1-S president declared.

An extensive discussion followed the President's report. And a series of doubts and questions were presented about the participation of members in certain activities.

Is it necessary to take part in the company's Thanksgiving Parade? Is it necessary to spend the best part of a day in an effort which bolsters the company's public relations, and for a miserable few dollars?

Is it necessary for union members to contribute to collections to buy gifts for executives?

Is it necessary to accept a so-called Christmas bonus, which merely serves the ends of company discipline, and is a small pittance for the many extra-hard hours of work during the Christmas shopping period?

In a similar vein of self-criticism, members raised the question whether the membership as a whole was doing enough, or giving enough time and energy to help Local 1-S organize.

A united response by every member of the Union is necessary when management proposals are made which can divide union member from union member, Pres. Kovenetsky stated.

The Union president emphasized repeatedly in his comments and concluding remarks that Local 1-Sers could count upon their

strength and solidarity when the chips were down, as during negotiations and strikes.

"We have proved this time and time again!" he declared. "We must realize that the struggle always goes on. And the least laxity may give the company an opportunity to drive a wedge into our ranks."

Vice Pres. Phil Hoffstein gave a similar report to a White Plains area membership meeting. At the Herald Square meeting, financial secretary Ceil Curry gave the financial report.

Vice Pres. Bill Atkinson presided at the general membership meeting.

Letters to the Editor

MEMBER'S WIFE WRITES

May I use your paper to express my thanks for the wonderful Group Health Insurance Plan that my family enjoys. My husband is a member of your union.

I want to thank the wonderful panel of doctors who are not only specialists in their field but fine human beings!

I have had three of these doctors over the years and can't praise them enough. Also the prompt manner in which the Group Health Plan pays for their services is truly commendable.

More members should avail themselves of this service. I know they would be truly amazed to know the caliber of men these doctors are, and the time and effort they spend on each member covered by the Health Plan.

This is also a tribute to the leadership of Local 1-S' and example of what can be obtained through group effort.

MRS. HENRY B. YOUNG

P.S. I also want you to know I enjoy your whole publication.

NO WORDS

Just to say thank you seems so inadequate; but really there are no words to express my sincere gratitude for the prompt action by the blood bank . . . and for such a complete health plan . . . plus a special thank you to the social services committee for its thoughtful fragrant remembrance.

NAOMI MILLER
CMA 38

RECEIVED BLOOD

Dear Brother Kovenetsky:

I would like to thank Local 1-S, through you, for the kindness and help shown my wife and myself in a time of dire need.

The blood bank kindly gave 15 pints of blood to my wife who was in need of it.

I sincerely appreciate all the help I have received.

HENRY HERNANDEZ

GOOD CHEER

Thank you so much for your cards and lovely gift, which I received while in the hospital. They certainly helped to cheer me up. I sure appreciated them.

ISABEL RUTH

FAMILY GRATEFUL

My mother, Mary Stein, 42-20, has asked that I write to you to express her sincere appreciation for your lovely gift to her during her hospitalization. Your committee's thoughtfulness and warm cooperation have meant so much to my mother at this particular time. We are all grateful.

RUTH S. LIEBERMAN

PROUD

Thank you so much for your card and lovely perfume which you sent to me during my illness. I am very grateful and want you to know I am real happy and proud to be a member of Local 1-S.

JULIA THOMASON
C 114

Health Column

By Arthur A. Fischl, M.D.

Medical Director, Group Health Insurance, Inc.

The term athlete's foot is a misnomer. Patients need not necessarily be athletes nor does this infection always appear only on the feet.

The medical name of athlete's foot is dermatophytosis which means a fungus infection of the skin. A common name is ringworm of the foot. A similar condition can exist in the nails, causing change in color and eventual destruction of the nail bed. This is most common in the nails of the feet, but it also occurs in the finger nails. When the nail becomes involved, this infection is very difficult to cure.

By itself, ringworm of the feet is not serious. It is more annoying than critical. However, if un-

treated, the severe itching results in scratching that may rupture the protective coating of the skin and give rise to infection. This is particularly serious if a patient has an impaired circulation and some chronic ailment such as diabetes.

The cause of athlete's foot is a fungus. The fungus is everywhere—on beaches, on the floors of our homes, in locker rooms, bathroom floors, etc. Wherever you walk without shoes you pick up the fungus. If the growth of the fungus is stopped, no disease will develop. On the other hand, if the feet are kept warm, moist, and inadequately ventilated and cleansed, the fungus will accumulate in the crevices between the toes and the disease process will start.

The warmth and moisture between the toes, caused by tight shoes and inadequate ventilation, permit an overgrowth of the fungus. Small, itching blisters develop between the toes. Scratching causes scaling of the skin and better growth facilities for the fungus. Bleeding and scratching therefore predispose to infection.

The best form of treatment is prevention. Keep your feet dry, especially between the toes. Use an orange stick to clean about the nail bed and under the nail. Use dusting powder every night after bathing. If your feet have a tendency to perspire freely change your hose every night, wear comfortable shoes and, particularly, don't walk about with bare feet. This prevents spread and also avoids contact with the ever-present fungus.

A common source of re-infection is your house slipper. The fungus remains in the shoe or slipper and is difficult to eradicate. A generous supply of dusting powder in the slipper and even stockings will eventually prevent the growth of the fungus.

If the itching and inflammation do not respond to your cleansing and use of talcum powder, you should consult your physician.

November 1, 1961

Name	Dept.
Nellie Dotterwich	127-32
Helen Ford	77-50
Mary Gallant	RMMW-108
Peter O'Gara	HDD-15

Best of Luck
and
KEEP IN TOUCH!

Members Listen Intently to Discussion of Job Problems at Membership Meeting



TALKING SHOP

BY VICE PRESIDENTS

PHIL HOFFSTEIN AND BILL ATKINSON

When Is a Bonus Not a Bonus?

The answer to this question is simple. A bonus is not a bonus when it is a "back-busting" management plan to get more work out of employees to increase profits for the company.

This is our opinion of the so-called "Christmas bonus."

Listen to this statement issued by the Macy's Personnel Division, Policy Memorandum #84, Revised, dated Nov. 1, 1961:

"A special Christmas payment of \$25.00 will be offered this year to provide an incentive and reward for the acceptance of special Christmas schedules and the maintenance of attendance as outlined in this memorandum."

We agree with Mr. Fred Fischer, Macy's senior vice president for personnel and labor relations, in changing the name of this management gimmick from its former title of "Christmas bonus." We are glad Mr. Fischer now agrees that it is not a bonus; but simply a payment for "sweat, tears and effort" to assure a higher profit and a higher dividend to the company.

What are the conditions of the bonus? The worker has to accept strenuous Christmas shopping schedules, involving additional hours of work. They have to work a complete 15-day period, with narrow specifications regarding lateness or absence.

The member is required to work many 12-hour days. The member may be required to work up to nine nights during the period from Dec. 7 to Dec. 23.

The company talks about the big \$25 as an incentive and reward for accepting special schedules, for attendance and promptness, for working at the convenience of the company, for long hours.

In other words, the workers are given a pittance to work all kinds of hours, to work like demons under difficult conditions, to work like automatons, give up their evenings—all for \$25. In fact, it's not even \$25, but \$15 and \$10 carried over a nine- and 6-day period respectively!

You can be sure that some people get a real bonus, such as company senior vice presidents like Mr. Fischer who get the gravy derived from the profit picture of the company. They take the cream right off the top.

You can be sure of the others who make a real bonus, at the slightly lower echelons of management. Namely, the buyers, senior assistants and company administrators. Over a certain quota, they get a bonus on the amount of business they do.

But not the staff members.

Why shouldn't the entire staff get a bonus: the people who work hard through the year? Why shouldn't they be entitled to their due share, instead of being asked to make a "shotgun offensive" during the Christmas period. And if they don't grant the company request to work on the "Christmas bonus" they are put to work on late schedules anyway!

Why shouldn't the entire staff, which makes possible all the profits which management seeks so avidly, get a genuine, no-strings-attached bonus, not only for their hard work during the Christmas period, but for their day-in, day-out efforts on behalf of the company throughout the year?

1-S'ers Attend State Labor Meeting

Four Local 1-S'ers, including Pres. Sam Kovenetsky, represented this Union at the N. Y. State AFL-CIO convention held on Oct. 23-25 in Buffalo.

They included Traysia Williamson, 8th Floor vice chairman; Charles De George, Advertising and B. of S. chairman; and Joseph Pascarello, Beauty Parlor. The meeting was attended by 1,800 delegates.

The knotty unemployment-automation problem, labor "public image, COPE financing and win-

ning labor's program in the state legislature were central convention themes.

State AFL-CIO Pres. Harold C. Hanover stated that there had been plenty of studies made of automation and unemployment. Now was the time for some action, he asserted.

AFL-CIO Sec. Treas. William Schnitzler said that labor could rightfully boast of its accomplishments for the community, including generous contributions for community service.

Receiving Dept. Discusses Job Problems With Fischer

On Friday, Nov. 3, the workers in the Receiving Department of Herald Square went in a body to see Mr. Fred C. Fischer, Macy's senior vice president for personnel and labor relations. They went as a "committee of the whole" to protest management's failure to satisfy certain grievances which had created bad feeling, resentment and antagonism for a long time.

Upon notification of this situation, Pres. Sam Kovenetsky, accompanied by Vice Presidents Phil Hoffstein and Bill Atkinson, visited the 16th Floor, met with the Union committee, and then proceeded to meet with management.

On the Monday following, Mrs. G. G. Michelson, administrator of labor relations, and Fred Fischer, Macy's senior vice president for labor relations, met with a committee consisting of the Union officers and the board members and several stewards from the Receiving Dept.

The problems leading up to this situation were discussed. These included undue pressure on the workers and a drastic cut in traditional Christmas overtime work opportunities.

Mr. Fischer said that the company had reduced overtime at time-and-a-half pay by some 50 per cent, as compared with last year. He stated that this was consistent with the company's policy of cutting operational costs.

With regard to the attitude of Margaret Irwin, manager of the

Receiving Dept., it was stated that clarifications and adjustments would be made.

One of the essential adjustments made, and assured by Macy's Labor Relations, was a definite time for weekly meetings, at mutual convenience, between the Receiving Dept. Union committee and the manager of the Receiving Dept.

In addition, the 6-10 P.M. Receiving personnel would be frozen at the existing 174-member level, with the company having the option only to replace those lost

through attrition. The company further agreed not to hire the 35-40 additional 6-10'ers anticipated for the Christmas season.

It was mutually understood that further discussion on all matters concerning the Receiving Dept. would be conducted at the conclusion of the Christmas period. A letter to that effect was sent to the Union.

Receiving committee members were Richard Tausz, Ernest Rouse, John Taylor, Leroy Taylor, Fernando Hernandez and Daniel Maloney.

Scholarship-COPE Tickets Being Turned in to Union

Members have their last chance to donate \$2 to aid the Union's Scholarship and COPE programs during the next few days.

Stewards and Board members throughout Herald Square and the Branch areas are now turning in their books of tickets. If tickets are no longer available in a particular department, they may still be obtained personally from the Union Office.

Members who purchase the tickets have the opportunity to win an expense-paid trip to Mexico; a weekend for two at a leading Atlantic City resort hotel; or a set of women's or men's matched luggage.



**If you . . .
your husband
or wife . . .
or children
under 19 . . .
or parents**

**NEED BLOOD
FROM THE BLOOD BANK**

**all you have to do is
CALL WA 4-4540
LOCAL 1-S
Will Do the Rest**

Jamaica News

GOLD IN EIGHT YEARS . . . George (Roof parking attendant) and Mrs. Christie celebrated their 42nd wedding anniversary at Antons.

STORK STAKEOUT SOON . . . Carol Barnet (Candy) has a date circled on the calendar.

DREAMS DO COME TRUE . . . Jean (Cosmetics) and Frank Schramm very excited. They will soon move into their new home in Massapequa.

THE NOBLE AWARD . . . To Edith Palis for her dedicated and untiring work in behalf of P.I.B.A. (Biliary Atresia). Edith wishes to thank everybody for the long list of candy orders; also all those who participated in the ticket sale. Ann McGeaty (service desk) won the \$100 first prize and Mary Brown (order board) the transistor radio.

CONDOLENCES . . . Everybody shocked to learn of the death of Ella McDonough who retired less than a year ago.

A FESTIVAL OF LEIS . . . Sportswear girls off to add class to the Hawaiian Room. Recently the following happy group graced this pretty pineapple palace with their presence: Nurse Koch, Susan O'Reilly, Ethel Moriarity, Alice Donahue, Rene Lee, Esther Stein, Marian Blecher, Belle Dozer and Mary Cronin.

GOOD, BETTER, BEST . . . It's good to learn that Tanya Gordon is out of the hospital and convalescing at her mother's home. It's better to welcome back Edna Dimas, Ann Smith, and Rosella Colgan. And best, if we had no "sick list" at all . . . and did not have to report Frieda Geis out with bronchial pneumonia.

Until next month,
MELANIE HARMON

Bargain-Rate Movie Tickets Now Available at Union Offices

Bargain-rate movie tickets will again be sold this year at the Union Office to enable members to see their favorite films and, at the same time, help support the important work of the National Committee Against Discrimination in Housing.

Tickets are now available to attend any of the eleven movie houses listed below for only 50 cents each.

A ticket may be used for a movie any time during one calendar month. The monthly tickets start with December, and tickets will be issued successively for the months following until July, 1962.

Proceeds from the sale of the tickets provide the main financial support for the agency's program to promote equal opportunity in housing. The committee is currently in the midst of a nationwide campaign to mobilize public support for an executive order by Pres. Kennedy to bar discrimination in federal-aided housing.

Theatres participating in the program are:

BEACON, Broadway at 74th St.
MIDTOWN, Broadway at 100th St.

BRANDT'S, 86th St., near Third Ave.

EARLE, 37th Road and 73rd St., Jackson Hts.

STRAND, Broadway and Crescent St., L. I. C.

One ticket may be used interchangeably for the above theatres. Separate tickets can also be obtained for the following:

BRANDT'S YONKERS, 165 South Broadway, Yonkers.

CLARIDGE, Avenue P and East 3rd St., Bklyn.

SANDERS, 188 Prospect Park West, Bklyn.

A limited supply of separate tickets is available for the following first-run houses.

TRANS-LUX NORMANDIE, 57th St., West of 6th Ave., Manhattan.

TRANS-LUX 52ND STREET, on Lexington Ave., Manhattan.

TRANS-LUX 85TH STREET, on Madison Ave., Manhattan.

Better hurry on down to get your tickets, because they go fast, fast, fast. What's more, you'll save a few dollars on your entertainment budget, and help an important cause, too!

Newburgh 'Welfare'

Leo Perlis, director of AFL-CIO Community Services, labeled Newburgh's 13-point welfare program a hoax and a complete denial of human rights.

Speaking before the Newburgh Lions Club and a meeting of the officers of the Central Labor Union, Perlis charged that the program would contribute to misery, disease, crime and juvenile delinquency without saving in the long run one cent of taxpayers' money.

The Newburgh plan would remove the last shred of dignity and hope for the emotionally disabled people receiving public welfare, according to Perlis. What is needed, he said, is a full employment economy, active social insurance and sane and sensible public assistance standards which would help people to help themselves.

LOCAL 1-S NEWS

Published Twice Monthly except June, July, August when published monthly by

LOCAL 1-S DEPARTMENT STORE WORKERS UNION
RWDSU, AFL-CIO

290 Seventh Avenue New York 1, N. Y. WA 4-4540

President: Sam Kovenetsky

1st Vice Pres.: Philip Hoffstein

2nd Vice Pres.: William Atkinson

Editorial Board

Cecil Curry, Morgan White

Editor: Norman L. Sobol

Annual Subscription \$1

Entered as Second Class Matter at the Post Office New York, N. Y.

1-S'ers Hear Civil Rights Leaders Urge More Action

Pres. Sam Kovenetsky and Vice Pres. Bill Atkinson led a large delegation of Local 1-S'ers at an all-day conference called by the Civil Liberties Committee of the N.Y.C. Central Labor Council. The committee is head by Louis Simon, manager of the Amalgamated Laundry Workers Joint Board.

Brothers Kovenetsky and Atkinson served as chairmen, respectively, of conference panels on discrimination in housing and education. Other panels were held on job discrimination and on the freedom riders.

Speakers included Harry Van Arsdale, Jr., president of the city's Central Labor Council; James Farmer, national director of the Congress on Racial Equality (CORE); Whitney Young, Jr., director of the National Urban League; chairman Stanley Lowell of the N.Y.C. Commission on Inter-Group Relations; AFL-CIO Regional Director Mike Mann; and Boris Shishkin, director of the AFL-CIO Civil Rights Dept.

CORE Director James Farmer told the assembled unionists that CORE had, indeed, learned all its techniques from the labor movement. The "sit-in" was learned from the auto workers and rubber workers who "sat in" their plants a generation ago. CORE picketing was learned from union men and women.

Mr. Farmer, a former organizer for the State, County and Municipal Workers, noted some of the great successes of the "sit-downers," including the situation on Route 40 in Maryland where restaurant proprietors had refused to serve Negroes, whether American citizens or African diplomats. The case had turned into an international scandal, reflecting badly on America's genuine interest in freedom.

Brother Van Arsdale issued a scathing attack on the so-called "better citizens" of New York who display their hypocrisy in civil rights matters and wage exploitation.

"It's up to us to call them to account no matter where we meet them," he declared.

Brother Van Arsdale also expressed his belief that it might become useful for the city's labor movement to borrow some of the techniques of the freedom riders. He added that Central Labor Council meetings on exploitation, which involves largely work-

Bar U.S. Money For Segregated Housing, Says AFL-CIO Head

In a recorded message to the N.Y.C. Civil Liberties Conference, AFL-CIO Pres. George Meany called for an executive order by Pres. John F. Kennedy to block federal funds from builders who discriminate in their housing. Such an order, the AFL-CIO leader, should apply to every lending institution or builder, public or private.

Pres. Meany said that the key to school segregation in the North is housing desegregation, and the key to housing desegregation is in the hands of the Federal government.

He also called for a national Fair Employment Practices Law, applicable to both employers and unions. He described such a law as "a practical approach."

ers of minority groups, would be continued, with Mayor Wagner's interest and participation.

Whitney Young, Jr., new Urban League executive director, joined the other two conference luncheon speakers in emphasizing the great problems yet to be solved to achieve full equality for all.

"The Negro is still on the fringe of American democracy," Mr. Young stated. And he described a terrible price in social disorganization and suffering borne by those who face discrimination, limited employment and housing opportunities and other iniquities.

Boris Shishkin, head of the AFL-CIO Civil Rights Dept., said that specific progress was being made by trade unions. Discrimination in apprenticeship training, whether for race, color, creed, national origin or sex, has been eliminated in New Mexico. And the IBEW and Plasterers & Masons have set standards in apprenticeship training, jointly with employers, to bar discrimination.

Brother Shishkin said these gains had been achieved during the past month. He also noted that no AFL-CIO meeting on a national, state or local basis anywhere in the U.S. is held under segregated conditions. He urged that community-wide "inventories" be made of the status of civil rights, with labor joining in effective action to widen their scope.

The panel on job discrimination made the following points:

- The problems are getting worse with the increased impact of automation. Minority groups are often at the bottom of the seniority "ladder;" are often the first to be fired.

- Women, as well as Negroes and Puerto Ricans, are hard hit by job discrimination which costs the nation over \$30 billions a year.

- Too few grievances have been made through existing city and state anti-discrimination machinery.

- Job discrimination in apprenticeships can be licked," especially as economic growth can expand job opportunities.

- In the non-profit field, full collective bargaining must be established.

- Labor should start a survey to uncover discrimination.

- Joint meetings of labor and community leaders should set up action programs to combat discrimination.

The panel on freedom rides reported:

- The technique of the freedom riders provide (1) a direct attack on segregation, and (2) a direct test for legal and constitutional determination of civil rights. This is true not only in the South, but right here in New York.

- Labor can do much to help Negro groups who take the lead in a direct action approach.

- Some delegates felt that mutual recriminations among unionists should be stopped, and a common fight carried through.

The housing panel reported two major points:

- Improvements are needed in the existing city and state laws to ban housing discrimination. These laws warrant pride; they were the first. But now there must be quicker processing of complaints; and since publicity can be a weapon in this area, the filing of a complaint should be announced. Public exposure should not await the end of a long hearing.

- There is a need to make sure that the existing law is enforced. Education is needed, and local unions as well as councils can help do this job.

The panel on discrimination in education said:

- Segregated housing leads to segregated education, which in turn perpetuates discriminatory educational and cultural patterns.

- The N.Y.C. Board of Education has a unit working on the program. Expert opinion varies on the effectiveness of the program. Bus transportation of youngsters and enriched educational programs seek to overcome the inherent problems of discrimination.

- A "check list" should be determined to evaluate progress over a certain time period. In any case, the general criteria of improved educational standards apply to all; and improvement in these standards is necessary, including less crowded classes.

NLRB Tells Boss To Stop 'Bugging' The Ladies Room

Someone "bugged" the ladies' lounge at the Providence plant of Glass-Tite Industries. For that and other reasons the National Labor Relations Board set aside an election lost last Feb. 16 by the Electrical, Radio & Machine Workers, and ordered a new vote.

The management denied being responsible for a microphone which three IUE supporters found shortly before the NLRB election, taped around some ceiling beams in the women's restroom. But NLRB Examiner Louis Libbin said he was convinced the "mike" was installed for the purpose of overhearing talk about the union, and that the company was responsible. A 3-member panel of the board upheld his findings.

At Civil Rights Conference



PRES. SAM KOVENETSKY, chairman of the panel on discrimination in housing, has the floor as his fellow co-panelists listen. They are (left to right): Betty Bentz, Hotel Trades Council; Margaret Fischer, asst. director, N.Y. State Commission on Discrimination in Housing; and City Councilman Stanley Isaacs, a co-author of the Sharkey-Brown-Isaacs law which pioneered legislation to combat discrimination in housing.



VICE PRES. BILL ATKINSON, who presided at the panel on discrimination in education, opens the question-and-answer period. With him are (left to right): Paul Zuber, noted civil liberties attorney; Fred Williams, director of the Board of Education's Human Relations Unit; Charles Cogen, president of the United Federation of Teachers; Rev. Milton A. Galamison, pastor, Siloam Presbyterian Church; and James Trem, president, Local 463, IUE.

PERSONALS

FOR RENT—Large, newly furnished room. All conveniences, next to bathroom. Private home in Laurelton. Call LA. 7-4490 after 6 P.M.

WANTED—Set of encyclopaedia. No more than 10 years old. Will pay reasonable price. Call ES. 3-2614 after 4 P.M.

FOR SALE—Genuine cowhide leather two-suit in A-1 condition. Used very little. \$20. Also mouton ladies' coat in good condition, with new lining. For average height person. \$20. Call TR. 2-4081 after 6 P. M., or call MU. 9-3561 from 9 A.M. to 5 P.M.

WANTED—Rug, 9'x12' or larger. In good condition; preferably beige or green. Call ES 3-9341 mornings.

MEDICAL PLAN—For the name and address of the doctor, dentist, optometrist or podiatrist nearest you CALL the Union Office—WA 4-4540 or Associated Physicians Medical Group—BU 8-4210 (Night or Day) when the Union Office is closed. Complete schedule of fees available upon request.

Full information on benefits and regulations can be obtained from the health plan consultant at the union. Members are also asked to remind their doctors that all claim forms must be returned to the Local 1-S office.

BLOOD BANK—If you need blood from the Blood Bank CALL the Union Office—WA 4-4540.

Need Information, Advice, Counseling?

- LEGAL CLINIC
- SOCIAL SERVICE
- WORKMEN'S COMPENSATION

FREE

at the
Union Office
Every Wednesday
From 5:30 to 7:00 P.M.

NOTE: Members must have their current Union card to obtain Union services.

e

rimination in
are (left to
asst. direc-
g; and City
n-Isaacs law
housing.



discrimina-
th him are
Williams,
t; Charles
ev. Milton
mes Trem.

a, next to
r 6 P.M.
old. Will

condition.
ion, with
081 after

bly beige

doctor,
Union
oup—
Com-

ained
also
urned

CALL